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## College of Veterinary Medicine Annual Diversity Report, April 2008 to April 2010

Iowa State University College of Veterinary Medicine

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## College of Veterinary Medicine Annual Diversity Report

April 2008 to April 2010

The College of Veterinary Medicine (CVM) is firmly committed to fulfilling the University's goals of increasing its diversity and that of the college. As a four-year professional program, efforts to increase diversity numbers are somewhat tempered, compared to undergraduate programs by highly competitive enrollment requirements 1,000+ applications for 145 openings, tightly regimented four-year professional curriculum, and the number of diversity candidates available for faculty and administrative positions. We are continuing our efforts to further develop welcoming environment, and are continuing to make progress in increasing diversity among faculty, staff and students.

### I. Diversity Mission/Vision Statement

The College Mission and Vision Statements and our Core Values speak to our commitment to support these efforts. Statements are inclusive and intended to ensure diversity of the college and all who teach, learn, do research and provide support services at CVM.

**Mission Statement:** *The College of Veterinary Medicine at Iowa State University is dedicated to enhancing the health and well-being of animals and humans through excellence in education, research, professional practice, and committed service to the State of Iowa, the nation, and the world.*

**Vision Statement:** *The Iowa State University College of Veterinary Medicine aspires to be a pre-eminent institution recognized for excellent and leadership in professional and graduate education, for the discovery and application of knowledge to promote animal and human health, and for exerting significant influence on the quality, safety and security of society's food supply, while providing a caring and supportive work environment.*

**Core Values** include: *We conduct our affairs with the utmost integrity knowing that our interactions with one another and the public demand our best moral, ethical, and professional behavior. We insist on providing a safe and non-threatening work environment for faculty, staff and students.*

The **College of Veterinary Medicine Strategic Plan, 2005-2010** further supports and directs our on-going commitment to diversity.

### Section V. PROFESSIONAL STUDENTS AND RELATED SERVICES

#### Goal #V.1: Ensure the quality and diversity of our student population.

##### **Objectives/Action Plans/Benchmarks:**

*1. Admit outstanding students from diverse backgrounds that have a wide range of veterinary career interests.*

Office of Academic and Student Affairs (OASA) staff make extensive efforts to recruit and admit members of underrepresented groups.

- College recruiting personnel participated in the career fair at the Association of American Veterinary Medical College (AAVMC) meetings in Washington, DC in 2008 and 2010. Approximately 200 students attended this event each year, and 30% were students of color.
- An admissions seminar for high school students, parents and undergraduate students was held at VEISHEA 2008. VEISHEA 2009 saw a record 1,200 visitors to the college. Of those, approximately 200 were members of underrepresented groups.
- Between 2008-10 approximately 467 tours were given to over 1,800 people. Approximately 5% were members of underrepresented groups.

- A seminar was presented in 2008 to the ISU Pre-Veterinary Club. One club member was from an underrepresented group.
- Dr. Christy Petersen has travelled to diversity fairs and Tuskegee University in an effort to recruit underrepresented minorities enrolled in DVM-granting programs into our annual Summer Scholars Research Program
- 2008 Admissions: The college received 966 applications for 145 openings in the Class of 2012. There were 136 who indicated they were an underrepresented minority. Admission was offered to twelve underrepresented minorities with one Hispanic and two Native Americans accepting.
- 2009 Admissions: The college received 1032 applications for 145 openings in the Class of 2013. There were 107 who indicated they were an underrepresented minority. Admission was offered to eleven underrepresented minorities with one Asian and three Hispanic applicants accepting.
- 2010 Admissions: The college received 1057 applications for 145 openings in the Class of 2014. There were 140 who indicated they were an underrepresented minority, an increase of 30% from the previous year. The college offered admission to six underrepresented minorities. Acceptances are still pending.

## **Section VII. ADMINISTRATION**

### **Goal #VII.3: The College will maintain a welcoming, collegial and non-threatening work environment**

#### ***Objectives/Action Plans/Benchmarks:***

*1. All faculty, staff, and students will be made aware of, and expected to comply with the University and College policies regarding work place conduct.*

College administrators have ensured that all faculty Position Responsibility Statements include the following expectation, and these goals are considered during annual reviews.

*All CVM employees have a responsibility to maintain a positive workplace that is free of discrimination and harassment. Collegial interactions with all co-workers in the CVM will be required. Faculty and staff are expected to model safe and fiscally responsible behavior for students. You will be expected to be in compliance with established policies of the CVM and Iowa State University (including the ISU Code of Computer Ethics and Acceptable Use, biosafety regulations, OSPA, purchasing, etc). You are also expected to participate in the annual performance evaluation process.*

Additionally, the positive workplace expectation has been added to annual staff performance appraisals to be considered and evaluated. University Discrimination and Harassment Prevention for Supervisors training has been incorporated into the CVM orientation program for all new interns and residents. All new CVM faculty and staff are invited to attend a college orientation; content includes a discussion of the CVM mission, vision, and core values.

*2. An action plan will be developed to improve diversity in student, staff, and faculty recruitment and retention; for rewards and accountability; for alignment with the University Strategic Plan; and to foster work/life balance.*

A variety of presentations, training opportunities, and services have been offered on-site enabling faculty and staff greater access and convenience to career and personal information and resources. ISU Nutrition Clinic for Employee Wellness dietitian conducted two workshops and scheduled two days for individual nutrition and health counseling appointments. TIAA-CREF consultant conducted a seminar and scheduled 12 days for individual financial counseling appointments. University HRS staff conducted two workshops on writing position descriptions; four workshops on the P&S Performance Management Program; one workshop on the grievance

and GRIP process; and one presentation on the 2010 university benefit changes. International Students and Scholars Office conducted a workshop about university policies and federal VISA and work regulations. Thirty new faculty and staff attended the college orientation. The college has made a concerted effort to inform employees about the Family Medical Leave Act and to be in compliance. Additional departmental efforts are detailed under II. Diversity Efforts; Implementation Goal 4.

## **II. Diversity Efforts**

### **IMPLEMENTATION GOAL 1 – Institutional Commitment**

As stated in the college strategic plan and mission, vision and core values statements, the College of Veterinary Medicine continues to place a high priority on creating and sustaining a welcoming and nurturing environment that allows all employees and students to reach their full potential. This is an ongoing point of emphasis as the college strives to meet its goals, those of the University, and those of the profession of veterinary medicine.

### **IMPLEMENTATION GOAL 2. Curriculum and Pedagogy:**

The professional veterinary medical curriculum has minimal flexibility in the DVM program.

### **IMPLEMENTATION GOAL 3. Research and Scholarship**

Research and scholarship in the college are aligned with the requirements and expertise of the professional program. Specific research opportunities in the area of diversity and ethnicity are limited. Coursework in the role of the veterinarian in society continues to address awareness of multicultural issues.

### **IMPLEMENTATION GOAL 4. Underrepresented Populations**

The college continues to strive to increase the representation of historically underrepresented populations among faculty, staff and students, while maintaining the highest standards in academic and professional excellence. Central administration and departments continue to focus on recruiting outstanding faculty to the college with special attention being directed to recruiting a diverse pool of candidates. A number of departmental activities and successes are worth noting.

#### ***Biomedical Sciences (BMS)***

The department chair has participated in almost all of the ADVANCE programs on campus in an effort to acquire insights into ways in which diversity and positive attitudes regarding this important issue can be enhanced. The chair has made special efforts to provide as much help and guidance as possible to two women who are on tenure track. Both are being actively mentored within the department, and both received a competitive NIH award during the past year. A third received promotion to Associate Professor with tenure in the previous academic year. Members of departmental search committees are urged to work through the diversity website for search committee members. All search committees are charged with the responsibility of conducting searches with a focus on the importance of diversity. A fourth female faculty was recently hired with a joint appointment in VDPAM and BMS. She is being mentored successfully in both departments, and she is off to an excellent start in her quest for tenure. In 2009 the department also filled an open Lecturer position with a female candidate after a full search. Of the 16 staff positions (including soft money positions) in the department, 11 are women. The BMS department mentored one female PhD candidate through her final oral exam and the achievement of her degree. Three of the four postdoctoral fellows in the department are female. Five new female graduate students are being mentored by BMS faculty. This significantly impacts the ratio of female trainees in the department.

### ***Veterinary Clinical Sciences (VCS)***

The Veterinary Clinical Sciences department (VCS) is maintaining its goal of balanced faculty hiring based on unit need and individual qualifications. Currently, the department has a faculty ratio M/F of 20/22. The VCS department hired a new chair in spring of 2009. The department follows university policies with regard to equal opportunity and diversity recruitment. As the demographics of veterinary students continue to remain significantly shifted toward women entering the profession at a higher rate compared to men, it will be important to embrace the opportunity for an increasing number of women faculty and administrators to serve as role models and mentors. This is seen in the gender ratios of more senior faculty (professors) which are shifted toward males, wherein more junior faculty are more equally distributed or in fact, shifted toward female. The more recent faculty hires are following the trends in gender shifts in the profession at large. In addition, there is a fair amount of diversity associated with the activities in the wildlife care clinic. The clinic has many undergraduate students from multiple majors, ethnic groups, and both genders. There is a vast number of volunteers of both genders who also provide a wide spectrum of interests, ages, and ethnic backgrounds. The clinic also provides a range of curricular content during outreach activities with respect to the value of a diverse ecosystem and how this impacts humans.

### ***Veterinary Pathology (VPATH)***

The department supports work-life success for all its members. We accomplish this by acting as a community to help each other; trying to understand needs; informing departmental members of policies for flexibility; and maintaining the culture of dedication, responsibility and support. Women in the department: 1) are important role models for our 75-80% professional students who are women; 2) participate in the summer scholars program; 3) mentor residents and graduate students in our department and other departments such as VCS; 4) actively attend ADVANCE seminars; and 5) assisted in finding fellowships for a Latina graduate student. In addition, the men in the department are equally supportive of diversity; both men and women serve as University Assistors. A recent quote from a PhD graduate student who will remain at ISU CVM to finish her KO8 NIH mentored clinical scientist award, "I know I can succeed with my work and family in this environment". A woman DVM, PhD, Diplomate ACVP associate professor was hired in VPTH via the ISU Dual Career Hire Program, and also, a woman DVM, PhD, was hired as a resident/lecturer from Serbia. The department runs counter to the national trend that women and men do not have children during the tenure probation period; our faculty do, which seems to provide evidence of a family and work success culture, and enhances recruitment and retention. The VPTH department chair has participated in and assisted in ADVANCE programs at ISU; and was invited to speak by the Provost and Associate Provost on an ISU panel: *Creating a welcoming environment for new faculty*. The VPTH chair is currently faculty mentor to a new woman faculty member in VCS, in addition to mentoring the faculty and graduate students in the VPATH department. We currently have highly sought after women in our STEM-related field for faculty positions upon the completion of their graduate programs. A DVM who will finish her PhD in spring of 2010 has been hired as an assistant professor by the University of Iowa Carver School of Medicine. The department chair is the peer mentoring coordinator for the CVM and has provided information to assist new faculty. International diversity includes post-docs and graduate students from Argentina, China, Senegal, Kenya, Serbia, and the Netherlands.

### ***Veterinary Microbiology and Preventive Medicine (VMPM)***

During the past year, VMPM interviewed and hired a faculty member in the area of infectious disease and vaccine development. This individual is a female of Hispanic descent. She has attended ADVANCE seminars. Two new NTER faculty were hired of Chinese and Turkish descent. Dr.

Nancy Cornick is a member of the Advisory committee for Diversity Program Planning and Coordination. Cultural and ethnic diversity were enhanced within VMPM by the presence of international visiting scholars within the department. During the past two years, individuals from Portugal, Thailand, China, Nigeria, and Pakistan have worked in VMPM labs. One female was hired as a new P&S staff, Research Associate II. The bulk of the department's cultural diversity is generated by the array of international graduate students, post docs, and research associates working in VMPM laboratories. These individuals have come from India, Mexico, Puerto Rico, China, Thailand, Zimbabwe, Vietnam, Japan, Korea, and Australia. Faculty in VMPM coordinated international experiences for veterinary students to South Africa and Jordan. The Institute for International Collaboration in Animal Biologics (IICAB) provides summer training sessions that attract participants from throughout the world, bringing exposure to diverse ethnic and geographic backgrounds to the college.

### ***Veterinary Diagnostics and Production Animal Medicine (VDPAM)***

The VDPAM department continually strives to diversify the field of food animal agriculture through hiring. Since April of 2008, 12 faculty positions have been filled. Five of the new positions are clinicians with great potential. Three of those five clinicians are women. Four of the new positions are assistant professors, and two of them are from underrepresented groups (Hispanic, Chinese). Two of the new faculty are full professors who are internationally renowned leaders in dairy production medicine and diagnostic pathology. In an effort to retain a very talented female adjunct instructor, a new veterinary specialist position was created allowing her to further her research and training and foster industry interactions. In addition, VDPAM worked with the BMS department to successfully recruit a new female faculty to an assistant professor position that is a joint appointment. VDPAM works closely with the Office of the Provost to convert clinician appointments to tenure track appointments whenever possible. With these additions, VDPAM has substantially enhanced the diversity of faculty within the department. VDPAM employs 157 faculty and staff of which 92 are women, and 16 are from Russia, the Philippines, Mexico, South Africa, Sri Lanka, China, South Korea, Egypt, India or Thailand. We also actively participate in opportunities to enhance our diversity through faculty interaction with groups of international veterinarians who come to ISU seeking educational experiences from Serbia, China, Mexico, Nigeria, and Columbia.

### ***Meetings and Committee Appointments:***

- Dr. Claire Andreasen serves on the College Diversity Committee Chairs Council and on the University Committee on Women.
- Mindy Schminke serves on the University Committee on Women, representing Merit employees.
- Bill Robertson, Drs. Suzanne Millman, Bonnie Kraus, Claire Andreasen, and Lisa Nolan serve on the University Committee on Women's Task Force to Review the Status of Women in CVM.
- Dr. Monica Howard, Director of Student Programs, is a member of the Association of American Veterinary Medical Colleges (AAVMC) Multicultural Committee, Gender Issues Committee and Executive Admissions Committee. She serves as Disabilities Resources liaison and a member of the University Committee on Disabilities, and is a member of the Minority Student Affairs Committee.
- Dr. James McKean serves as a member of the University Committee on Disabilities.
- Dr. Nancy Cornick is a member of the Advisory Committee for Diversity Program Planning and Coordination.

### ***Disability Accommodations:***

OASA personnel continue to assist students in need of accommodations by providing coordination among the Disabilities Resources Office, the academic department, and the CVM students making the requests. Between 2008-10, the college had twelve students enrolled in the professional program who had documented disabilities. All received or continue to receive accommodations while enrolled in the curriculum.

#### ***International Activities:***

- Between April 1, 2008 and April 1, 2010, the College of Veterinary Medicine received fifteen international students for learning experiences in its clinical rotations. These students came from Spain, Norway, Trinidad and Tobago, Canada, Mexico, and Italy. Their areas of study varied from small animal to swine medicine to equine medicine. All but one student visited under a Memorandum of Understanding from their home institutions.
- While the college was receiving students, it was also sending its students on international experiences. During this time period, 50 students traveled to five different countries, including South Africa, Mexico, Canada, Scotland, and Costa Rica. Over 70 students will be traveling on international experiences during summer 2010.
- In February, 2010, Dr. Eldon Uhlenhopp led a two-week visit to the Philippines to sign four Memoranda of Agreement, visit six veterinary institutions, and present on the One World, One Health initiative at the Philippine Veterinary Medical Association annual meeting. The trip will result in extensive exchange and collaboration between ISU and the Philippines.
- The College also signed a Memorandum of Understanding with the Jordan University of Science and Technology and hopes to form a lasting partnership, including faculty exchanges and collaborative research.
- The college hosted ten visiting scholars from Serbia, Montenegro, Bulgaria, and South Korea.
- The International Programs Office has record of 81 international trips made by faculty in this time period. Their travel included conference presentations, hazard training, site visits, and guest lecturing. Countries visited include: China, India, the U.K., Canada, Mexico, Australia, Italy, Denmark, and Norway.

#### **IMPLEMENTATION GOAL 5. Inter-group and Intra-group relations**

College faculty and researchers are continually engaged in activities that recognize and celebrate cultural differences. As a professional program, Veterinary Medicine provides a unique opportunity for students to experience their four year education as a cohort and relationships developed through this four-year learning community type environment are based on experiencing ethnic, gender, and geographic diversity.

#### **III. Best Practices and Final Comments**

Building awareness of diversity issues and the college objectives in this area continues to produce results. Utilizing workplace environment and harassment training and offering a college orientation contributes to sustaining a more welcoming and inviting environment. Making university resources and services available on-site supports faculty and staff balance work/life issues. The college is expanding international experiences and opportunities for faculty, staff and students. Recruiting efforts aimed at reaching more diverse populations are building momentum. While numbers may be small compared to undergraduate programs with considerably larger student, staff and faculty populations, we are making progress and intend to continue to do so by continually evaluating our efforts.